

## STATE AGENCIES NEED SALARY ADJUSTMENTS TO REMAIN COMPETITIVE IN CALIFORNIA

- **Current Salaries Put Agency Secretaries And Department Directors At 67-81 Percent Of Comparable Top Salaries In Other California Government Agencies**
- **New Salaries Hold Agency Secretaries And Most Department Directors At 78-100 Percent Of Top Salaries In Other California Government Agencies**

(New Salary Structure Effective April 1, 2007)

Position	Current Salary	% Of Comparable Average Maximum	New Salary	% Of Comparable Average Maximum
<b>Agency Secretary</b> (Except Corrections)	\$142,582	81	\$175,000	100
<b>Department Director *</b> Tier II	\$133,732	76	\$142,965–150,112	81
<b>Department Director *</b> Tier I	\$117,997	67	\$136,156–142,964	78

\* State directors currently serving in Tier I and II departments will be assigned to bottom of new salary range.

Labor market data shows that the current salary ranges of the State's executives listed above fall below the ranges paid in 24 other California public agencies, where levels are as follows:

- Comparable Average Minimum Salary: \$131,899
- Comparable Average Maximum Salary: \$175,544

- **In Public Health- And Safety-Related Positions, State Executives Currently Receive 61-83 Percent of Comparable Salaries in Other Large California Government Agencies**

Position	Local Govt. Average	Current State Salary	% Of Average	New State Salary	% Of Average
<b>CHP Commissioner<sup>1</sup></b>	\$232,565	\$142,584	61	\$169,500	73
<b>Director of Forestry &amp; Fire Protection<sup>2</sup></b>	\$214,148	\$133,732	62	\$169,500	79
<b>Health Services Director<sup>3</sup></b>	\$167,268	\$133,732	79	\$165,000	99
<b>Mental Health Director<sup>4</sup></b>	\$161,013	\$133,732	83	\$165,000	102
<b>Social Services Director<sup>5</sup></b>	\$166,180	\$133,732	80	\$165,000	99
<b>Developmental Services Director<sup>6</sup></b>	\$189,089	\$133,732	71	\$165,000	87

<sup>1</sup> Local comparisons: Police Chiefs of LA, SF, Oakland & SD and Sheriff of LA County

<sup>2</sup> Local comparisons: Fire Chiefs of LA, Oakland, Sacramento, SF & San Jose

<sup>3</sup> Local comparisons: County Health Executives of SF, LA, SD, Santa Clara & Sacramento counties

<sup>4</sup> Local comparisons: Mental Health Directors of SF, LA, SD, Santa Clara & San Bernardino counties

<sup>5</sup> Local comparisons: Welfare Directors of Alameda, LA, Orange, Sacramento & San Bernardino counties

<sup>6</sup> Local comparisons: Regional Center Directors of So. Central LA, East LA, Orange County, Bay Area & SD